

Call for Expressions of Interest

Title: Programme Delivery Lead

Leadership for Change Programme Cohort 4

Commitment: Up to 25 days

Deadline: Midday Friday 28th October 2016

1. Background

The Leadership for Change programme is a place-based programme for those in senior leadership roles from Children's Services, Public Health, the NHS and other parts of the system not necessarily represented by a local authority, to work together on some of the most intractable, cross systemic challenges facing leaders in public services today.

The programme is underpinned by the leadership construct of Systems Leadership, and in particular is built around the six shared values and intentions at the heart of systems leadership in practice, which were identified in the research commissioned and published by the [Staff College](#):

1. Personal core values (ways of feeling)
2. Observations, 'hearing' and perceptions (ways of perceiving)
3. Cognition, analysis, synthesis (ways of thinking)
4. Participatory style (ways of relating)
5. Behaviours and actions (ways of doing)
6. Personal qualities (an overarching way of being that forms the essence of both professional and personal style and approach).

We are seeking applications for the programme from 'places' rather than individuals, the rationale being that different individuals from a local area who are all grappling with the same systemic leadership challenges, albeit viewed through a different lens, will work together on making progress with the challenge.

Aspirations for the programme are as follows:

- a programme that reflects the common stewardship participants collectively hold for public resources
- an intelligent blend of abstract thinking and experiential opportunities, where 'wisdom gets expressed' and is able to be applied in the moment
- supports more effective peer challenge
- explores not only change itself, but how one implements change.

The core elements of the overall programme for participants are as follows:

- three, two day residential seminars
- three, one-day master classes held at national venues
- locality based work in 'places' between residential seminars.

2. Purpose of the Programme Delivery Lead

The primary role of the Programme Delivery Lead is to contribute to the final design of the programme and facilitate and hold overall responsibility for the smooth running of the residential events, including working with the contributors and the full cohort of participants to help them synthesise the learning from each of the sessions within the residential.

3. The Requirement

In the first instance, the programme is a direct collaboration between The Staff College, the Leadership Centre, Public Health England, NHS Leadership Academy and the National Skills Academy for Social Care. This will be the fourth cohort of this single national programme, which brings together leaders from Children's Services, Adult Social Care, Public Health the NHS and the Third Sector.

The intention is to recruit one cohort of around 30 participants, through one competitive process; the cohort will be launched in late February. Recruitment and assessment for the programme is likely to take place in mid-October.

Given that each of the leadership agencies have designed and delivered their own respective programmes, there is a considerable amount of existing design documentation available and a number of elements upon which the respective agencies are agreed need to be retained. These are as follows:

- a competitive assessment process
- participant sponsorship (from Chief Executive or similar)
- three residential seminars
- three master classes
- discrete time and space within programme for respective professional groups

The programme participants should be given the opportunity for reflection, examination and self-awareness allowing them to explore who they are as a leader and challenge some of their assumptions about their own leadership.

Any detailed programme design will need to retain these elements and will need to demonstrably link to other leadership offers from the individual agencies, namely technical and topic-based learning that will not be covered by this programme.

For further background information on the leadership provision at the Staff College, please click on: www.thestaffcollege.uk

For further background information on support for Directors of Public Health and the NHS Leadership Academy, please click on: www.leadershipacademy.nhs.uk

4. Areas of responsibility

The Programme Delivery Lead will work closely with the College and its partners to develop a detailed design for the programme, utilising current design documentation and collateral where it pre-exists. The contractor will be expected to ensure that the internal coherence of the programme enables the participants to experience 'one programme' which delivers on the core aims, to be agreed as part of this process.

The PDL's responsibilities will include:

- working directly with the programme's Design Team and Reference Group (a representative body of the respective leadership agencies) as well as alongside other core members of the collaborating organisations, to develop a detailed programme design, in accordance with strict quality standards
- writing detailed design documentation to support each critical element of the programme, suggesting where appropriate key contributors or inputs that would enhance the design of the programme
- working alongside the College's Project Manager who will advise on budget, scheduling, quality assurance and delivery milestones.

5. Experience

The successful candidate is likely to have held a senior role within the public sector within the last 2 years, or to have worked in a consultancy capacity within the public sector (and therefore be familiar with the critical issues facing senior leaders in children's services, adult social care, public health, the NHS etc.) and is able to demonstrate prior experience in designing / delivering leadership development programmes.

6. Availability

Given the relatively tight timescales, the successful candidate would need to be available for at least 3 days in advance of closure of the application process. Much of the design work can be undertaken remotely, but there will be certain design meetings to be scheduled with the Reference Group, at which the successful candidate will need to be present.

It is essential that the successful candidate is available for each of the key programme elements listed below:

- Application Benchmarking Meeting – 7th December 2016
- Core Residential One – 9th & 10th February 2017
- Extended Leadership Workshop One – 16th March 2017
- Core Residential Two – 19th & 20th April 2017
- Extended Leadership Workshop Two – 25th May 2017
- Extended Leadership Workshop Three – 13th June 2017
- Extended Leadership Workshop Four – w.c. 3rd July 2017
- Core Residential Three – 25th & 26th July 2017

7. Rate of payment

An enhanced professional associate daily rate of £800 per day for delivery and £500 per day for design will be paid. There are 25 allocated days, which will comprise of 14 days for design and 11 days for delivery. The total contract figure is up to a maximum of £15,800. This rate is exclusive of VAT at the prevailing rate; reasonable travel and expenses will be met in line with the College's Associate Travel and Subsistence policy.

8. Assessment of the EoI

The EoI should give an outline of the relevant experience and capacity of the associate.

The EoI will be assessed on the following criteria:

- understanding of our requirements
- relevant experience

The partners reserve the right to require a bidder to provide additional information supplementing or clarifying any of the information provided in the EoI. The partners may seek independent advice to validate information declared, or to assist in the assessment of the EoI response.

9. How to submit an EoI

You must submit an EoI in order to be considered for interview. To do this please complete and return an EoI form to info@leadershipforchange.org.uk with an accompanying CV.

The deadline for EoI is midday Friday 28th October 2016. EoIs received after this deadline will not be considered.

If you have any queries in respect of this EoI, please call Tony Watton on 0115 7484124 or e-mail info@leadershipforchange.org.uk